

FINAL RECOMMENDATION

5/24/00

Recommendation of the Action Plan Team: Leadership and Communications for Issue 5 – 29, Item #103 (page 29 of the Action Plan): **(Resubmission)**

Summary: (verbatim from the Action Plan)

“The EFO program shall be expanded to:

- Establish a system that allows each U.S. Senator to nominate one individual for the EFO program each year;
- Allow the Board of Visitors to identify three related professional organizations each year who shall have up to five nominations for EFO positions;
- Increase the number of students by allowing a limited number of middle management officers to attend.

Via predetermined selection criteria developed by the program Chairs.”

Recommendations:

Time Frame:

The Action Plan team recommends USFA not endorse the political Or non-traditional appointment methods suggested. Instead:

May 2000

1. Task the curriculum advisory committee meeting on campus this July to review and make recommendations on the following:
 - a. selection criteria for Company Officers (in lieu of experience at the Chief Officer level).
 - b. how to ensure increased diversity through expansion of the EFO program.
 - c. how to infuse the prevention message throughout the program, e.g. a special certificate for those who do all 4 research projects on some aspect of prevention.

NOTE: At their March 2000 meeting, the BOV suggested That a self-contained training module be developed on the subject of prevention and that successful completion of it be used as a pre-requisite to acceptance in some of our popular courses. This could be all done electronically, by adapting the software being developed for independent study enrollment, testing, and certification.

2. Leadership and Communications Action Team reviews CAC recommendations and proposes revised acceptance criteria for USFA Senior Staff.

Sep 2000

3. USFA/NFA decide on proposed acceptance criteria and revise as necessary to phase in an increase.

Oct 2000

Background:

We support the recommendation to expand the EFO program. However, Senatorial or BOV sponsorship of candidates would not necessarily solve the issues identified in the Action Plan on page 29, namely:

1. Increasing the diversity of EFO participants, and
2. Allowing highly qualified Company Officers and Chief Officers who presently do not qualify (tomorrow's leaders) to benefit from this program early in their fire service careers.

Instead, by politicizing the selection process, these methods may create other problems that NFA does not currently face. The Action Plan team therefore recommends that USFA not endorse the political or non-traditional appointment methods suggested.

There are two ways to expand the program under the current system:

1. By allowing more participants to be accepted under the current acceptance criteria (since application numbers are increasing), and/or
2. By revising the acceptance criteria to allow a specific number of Company Officers and/or chief officers who presently do not qualify to be admitted into EFOP in a phased in process. These individuals would have to comply with academic and professional credentials yet to be determined (e.g. possibly a bachelor's degree) in order to maximize their chances of success in the program, since most EFO course carry graduate level ACE recommendations.

In either case, additional or redirected program and staff resources would be required. The following data reflects an estimate of current funds allocated to support EFOP annually (excludes any capital or site-support costs):

Cost Component	Description	Annual Cost
Stipends	800 participants @\$330.00/each	\$ 264,000.00
Instructors	\$5200.00 per delivery; 32 deliveries Per fiscal year	\$ 166,400.00
Student Materials	Psychological instrumentation; Assessment materials, cases, etc.	\$ 115,000.00
Classroom Supplies	Tablets, flip-charts, cards, other Miscellaneous supplies. \$250.00@ 32 deliveries	\$ 8,000.00

Program Support	SCSC project support position	\$ 42,000.00
Applied Research Projects	Contract evaluators/reviewers for Applied Research Projects	\$ 26,000.00
Salary/Expenses	NFA salary and expenses: Based on 20% of FY 2000 amount: \$2,548,000.	\$ 509,600.00
Total		\$1,131,000.00

The EFOP currently contains approximately 800 participants. This number fluctuates due to actual numbers accepted in a given year (ranges from 190-210) and, program attrition over the four-year period and, some EFOP participants require longer than 4 years to complete the program.

If the program were to be expanded 50%, this would correlate to increasing total participation from the present 800 to 1200 participants.

An incremental expansion in multiples of 25 participants would require (7) years to fully implement and have the following budget implications (based on FY 2000) dollars and spending:

(This is based on initiating the expansion during FY 2001)

	FY 2000	FY 2001	FY 2002
1 st Year #	200	225	250
2 nd Year #	200	200	225
3 rd year #	200	200	200
4 th year #	200	200	200
Total Enrolled:	800	825	875
Budget:	\$1,131,000.00	\$1,166,344.00	\$1,237,032.00
	FY 2003	FY 2004	FY 2005
1 st Year #	275	300	300
2 nd Year #	250	275	300
3 rd year #	225	250	275
4 th year #	200	225	250

Total Enrolled:	950	1050	1125
Budget:	\$1,343,064.00	\$1,484,440.00	\$1,590,459.00

	FY 2006	FY 2007
1 st Year #	300	300
2 nd Year #	300	300
3 rd year #	300	300
4 th year #	275	300
Total Enrolled:	1175	1200
Budget:	\$1,661,145.00	\$1,696,504.00

Conclusion:

The Leadership and Communications Action Plan Team supports the expansion of the EFO program within a phased-in process, using the current system, to include the possible revision of the selection criteria to admit a specific percentage of chief officers who presently do not qualify and/or company level officers, provided that the necessary capital and operating resources can be allocated. In summary the recommendation is dependent on campus expansion and the correlative operating funds

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APPROVAL/Date

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